

CALIFORNIA APPRENTICESHIP COUNCIL

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EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING MINUTES - REVISED

Wednesday – July 30, 2014 11:00 A.M.

I. Call To Order/ Roll Call

Commissioner Susan Anderson called the meeting to order at 11:00 a.m.

Members present: Susan Anderson, Frank Quintero, Barbara Blake, Yvonne de la Peña, Hector Velez, and DAS Deputy Chief Glen Forman standing in for Chief Diane Ravnik
A quorum was met.

Members absent: Jack Buckhorn, Von Ton-Quinlivan, Jack Buckhorn, and Christopher Christophersen

Review and approval of July 24, 2013 minutes

A motion and second were made to approve the July 24, 2013 minutes. All were in favor. The motion carried.

II. The Apprenticeship Experience

Commissioner Anderson introduced Ms. Delaney Atkins who is a five year as a commercial electrician apprentice. Ms. Delaney graduated in her three year apprenticeship program. She began her interest in construction trades as a young girl behind the coats of her father. It allowed her to see and experience the different options and she decided that being an electrician was the best fit for her.

In the beginning of her career she found that there were some men that did not want a female on the job. She found it easier to surround herself with those she found trust in. She found that if you do the job and work hard you will find the respect and they will keep you working. Through her process she found that even though being a woman was not seen as favorable to some, there were times when she would help both men and women on projects. To her, if she had knowledge to share she would.

She was asked about working on residential projects. She expressed her experience that men have never seen a female on the job and found herself being the only female among 50 men. Using the portable toilets was challenging as sometimes she could not find it because it was turned around against something or locked in, or working on a landscaping project, someone would turn on the sprinklers. She was asked if it ever bothered her. She said that her father had taught her that she needed to toughen up, that if she wants to be in the trades she needs to toughen up work hard and don't let anyone see that they got the best of you – just do the job.

She was asked what she would tell a first year female apprentice starting in in the trades. Ms. Delaney expressed the main thing she found was that you cannot worry about everybody watching you, because they *are* looking at you, as if they are waiting for you to make a mistake – be strong and do the work. Mistakes will be made- just learn from them and you will be alright.

She was asked about recruitment. She felt that if girls at a young age could have the opportunity to go to a jobsite with their father to see firsthand what it is like and not be afraid, it would give her an idea if it would be something she would like. Her experience with her father conditioned her to think that her job was not a burden and she really enjoyed going to work. She continues with this philosophical thought today. She loves her career. As an apprentice she is thankful for having a journeyman available to show her how to be better at her craft. She found that going to college was something she did not want to do and is thankful for her choice and now at 29 years old, she is getting great wages, while she is learning, and when she graduates she will not have any tuition to pay off. At 29 years old she has her own house, she has trucks, Harleys, they are all hers, and she has her own money.

She expressed that making a good wage is a better focus than talking to young women about benefits. When they are young they don't quite understand the concept of vision, dental, and or medical benefits, but when they hear about how much money they can make their ears perk up.

She spoke about the understanding that she is being watched a lot. She does not want to be found making mistakes and works very hard making sure her work is correct. She also wears layers of clothes and makes sure her shirts are tucked in. She does not want to give anyone the chance of any sexist remarks.

She was asked how she came about her career choice. When she was a little girl she wrote down on a piece of paper a list of careers she would like to look into. A few years ago she found the paper and on the top of the list was an electrician.

She also spoke on support from the family as being very important. While she did not have the experience of career fairs at her high school she discouraged the idea of parents being with the students as it could lower their confidence on a career choice.

III. Discussions – Recruitment & Retention of Women in Apprenticeship

Patrick Knighton IBEW San Diego spoke on the MAGIC (Mentoring A Girl In Construction) camp. This annual event is hosted by NAWIC (National Association of Women in Construction). It is a weeklong construction summer camp for female students who discover the opportunities the construction industry has to offer them. He also spoke on an Apprenticeship Information Day with various trades which was held in what is considered an “under privileged neighborhood” of San Diego.

Commissioner Yvonne de la Peña spoke on the efforts that the CA Fire Fighter JAC goes through to recruit women. They are having various upcoming career expos in September. She stated that outreach of the career expos have been supported by career technical education programs and the Chancellor's Office.

Commissioner Frank Quintero commented that he began working with veterans in 1976 and spent 28 years in workforce development, and for the entire non-traditional placements he was involved with he found that the female veteran was the best. They are used to organizations where men are in control, they are disciplined. As the founder of the Mayor's Coalition for Veterans in the city of Glendale and has great success with the community colleges and working with veterans clubs. Another good source is the National Guard and the Air National Guard as well as the different reserve units –

Army Reserves, Naval Reserves, and Air Force Reserves. He encouraged the attendees to reach out to veterans for apprenticeship recruitment.

Chairperson Susan Anderson closed the meeting speaking to the attendees on the importance of recruitment of women and to begin thinking “outside the box” as the present percentage of women in apprenticeship is at 5.2%. If anyone has any suggestions on speakers for the next meeting please contact Ms. Anderson or Jane Reza with DAS.

IV. Adjournment

A motion and a second were made to adjourn the meeting. All were in favor. The motion carried.
The meeting adjourned at 11:45 a.m.